

PENGARUH MOTIVASI, EMPLOYEE ENGAGEMENT, DAN KOMITMEN ORGANISASIONAL TERHADAP KINERJA KARYAWAN PT NASMOCO JANTI YOGYAKARTA

ABSTRAK

Penelitian ini bertujuan untuk mengetahui “Pengaruh Motivasi, Employee Engagement, dan Komitmen Organisasional Terhadap Kinerja Karyawan PT Nasmoco Janti Yogyakarta”. Jenis penelitian ini adalah penelitian kuantitatif yaitu penelitian yang menjelaskan hubungan antar variable, menguji teori dan fenomena sosial yang diteliti. Populasi dalam penelitian ini adalah Karyawan PT Nasmoco Janti Yogyakarta, sebanyak 102 karyawan. Dengan teknik pengumpulan data menggunakan kuesioner yang dilakukan dengan cara penyebaran angket dan daftar pertanyaan kepada 102 responden. Berdasarkan hasil uji t diperoleh hasil Motivasi (X₁) berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y), Employee Engagement (X₂) berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y), serta Komitmen Organisasional (X₃) berpengaruh positif dan signifikan terhadap Kinerja Karyawan (Y). Berdasarkan hasil uji F nilai bahwa Variabel Motivasi, Employee Engagement, Dan Komitmen Organisaional secara bersama-sama (simultan) berpengaruh positif dan signifikan terhadap variabel kinerja karyawan (Y).

Kata Kunci: Motivasi, Employee Engagement, Komitmen Organisasional, Kinerja Karyawan

**THE EFFECT OF MOTIVATION, EMPLOYEE ENGAGEMENT,
AND ORGANIZATIONAL COMMITMENT ON THE
PERFORMANCE OF PT NASMOCO JANTI YOGYAKARTA
EMPLOYEES**

ABSTRACT

This study aims to determine "The Influence of Motivation, Employee Engagement, and Organizational Commitment on Employee Performance of PT Nasmoco Janti Yogyakarta". This type of research is quantitative research, namely research that explains the relationship between variables, tests theories and social phenomena under study. The population in this study were employees of PT Nasmoco Janti Yogyakarta, as many as 102 employees. With data collection techniques using a questionnaire which is done by distributing questionnaires and a list of questions to 102 respondents. Based on the results of the t test, it was found that Motivation (X1) had a positive and significant effect on Employee Performance (Y), Employee Engagement (X2) had a positive and significant effect on Employee Performance (Y), and Organizational Commitment (X3) had a positive and significant impact on Employee Performance. (Y). Based on the results of the F test, the value of Motivation, Employee Engagement, and Organizational Commitment variables together (simultaneously) has a positive and significant effect on the employee performance variable (Y).

Keywords: Motivation, Employee Engagement, Organizational Commitment, Employee Performance